

Strategic Planning and Budget Advisory Committee

Faculty Center
1216 E Mabel PO Box 210456
621-1342 (Fax: 621-8844)
facultycenter@email.arizona.edu

Minutes

Wednesday, September 04, 2019
8:15-9:45 a.m. Old Main Boardroom

Present: D. Ayoun, B. Berrellez; M.L. Brown; B. Brummund; M. Burke; P. Dourlein; L. Folks; G. Heileman; S. Helm; S. Hess; M. Hingle; J. Jones; I. Kron; D. Liverman; M. Miller; S. Moore; H. Rodrigues; A. Schulz; R. Stephan; J. Summers; M. Taylor; M. Teemant; S. Troutman; K. Washington White; K. Whisman; C. Siggurdson; J. Dudas; C. Henderson

Absent: B. Brummund; E. Cantwell; J. Florian; J. Hunter; S. Keim; C. Ramirez; J.P. Rozniak; L. Rulney; M. Tatum; B. White; R. Wilson

Guests: Jan Myers, Director of Compensation

Observers: Andrea Romero, Vice Provost, Faculty Affairs

Call to Order

Co-Chair Helm called the meeting to order at 8:15am

Approval of the Minutes of August 21, 2019

The August 21, 2019 Minutes were approved

Updates

Senior Vice President, Chief Marketing/Communications Officer, informed the committee that an advertising shoot will take place on campus and pre-arranged interviews will be conducted.

Jan Myers, Director of Compensation

Myers presented on matters of UCAP and faculty compensation including timelines and project milestones. Data mapping files have been sent to college and division leadership reflecting current position mapping. Supervisor training sessions are planned for September in advance of employees receiving mapping results October 29th. Classified staff will have the option to opt out of their new position mapping. The deadline for opting in or out will be December 6th. 15 different pay structures were modeled based on peer groups and benchmarks. The pay structure was targeted at the market medium. A phased-in implementation strategy has been recommended leading to widened pay ranges that will shrink in the future. A blending of higher education and broader market data was not utilized.

The implementation date is January 27th, 2020 and a decision tree matrix has been drafted in advance of this date. Finalization of sick, retirement, and separation policies are in progress. As positions are mapped some positions that are exempt will have exemption status changed.

The committee discussed matters of moving employees who fall below minimum compensation levels and the adjustment costs at the unit level.

Policy and language questions were discussed including the implications of at-will employment under UCAP.

Myers also presented limited information regarding UCAP for faculty. Questions were asked regarding the definition of faculty and title usage for non-tenure track faculty.

Jessica Summers, Chair of the Faculty

Summers updated the committee on the ABOR meeting on August 22nd and the resulting personnel report. The report showed the pay disparities between all three Arizona state universities and peer institutions. The ABOR report also addressed retention of faculty and the impact of the loss of faculty.

Andrea Romero, Vice Provost, Faculty Affairs

Romero responded to faculty retention issues raised in the ABOR report. She outlined steps taken to encourage faculty to move into leadership positions as part of retention efforts including the Academic Leadership Institute, Inclusive Leaders Program, and HSI Fellowship. New department head development training has been developed. Romero provided an overview of awards given to faculty.

Romero provided details about the pay equity best practices taskforce. The taskforce will research best practices at peer institutions. An annual review best practices taskforce will also be formed.

Questions were raised by the committee regarding benefits related to fertility and gender-affirming procedures. HR and Office of General Counsel are working to address these concerns.

The committee discussed the effects of pay discrepancies, market value, and pay compression on faculty morale with Romero and Provost Folks. The committee also discussed matters of 9 months-appointments in relation to pay.

Liesl Folks, Senior Vice President for Academic Affairs and Provost

Folks discussed with the committee pay discrepancies and that inequities will be addressed on a college-by-college basis. The committee expressed interest in a report on discrepancies within administrative salaries and comparisons of administrative salaries of peer institutions.

Folks updated the committee on matters of planning and RCM allocations. Hiring plans currently come from academic units independent of the budget planning process. Provost Folks is working with Deans to determine how hiring plans impact budget plans. In the year to come, hiring plans will be built into budget planning process. A meeting with ABOR will take place to review a proposal from UA South to found a college of applied science and technology to award undergraduate degrees. The proposal is to start this college with a headquarters at Sierra Vista and the UA South name will no longer be used. Faculty and staff titles at the new campus will be reviewed and aligned with the main UA campus. The committee discussed changes to the brand of the college and how it will impact alumni, faculty, and staff.

The committee discussed the role of SPBAC with Provost Folks including guiding principles, bylaws, and the position of SPBAC in the decision-making process.

Adjournment

The meeting was adjourned at 9:46 a.m.